



***MISSOURI
HEALTH CARE
RESPONSIBILITY REPORT***

***First Quarter 2014
January - March, 2014***

*Missouri Department of Social Services
MO HealthNet Division
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MISSOURI HEALTH CARE RESPONSIBILITY REPORT

Introduction

On November 27, 2006, Governor Matt Blunt signed Executive Order 06-45, directing the Missouri Department of Social Services (DSS) to prepare a Medicaid beneficiary employer report to be submitted to the Governor on a quarterly basis and to be known as the Missouri Health Care Responsibility Report.

In the 2007 legislative session, the Missouri General Assembly enacted Senate Bill 577, which transformed the Missouri Medicaid program into MO HealthNet (MHN). Section 208.230 of SB 577 is known as the “Public Assistance Beneficiary Employer Disclosure Act.” It directs the Department of Social Services to prepare a MO HealthNet beneficiary employer report. The requirements of Section 208.230 and Executive Order 06-45 are virtually identical.

Data Confidentiality

The Department of Labor and Industrial Relations (DOLIR) maintains a database of employers, employees, and wage information for the purpose of administration of the state unemployment compensation program. United States Department of Labor regulations (20 CFR 603) govern how such information can be used and under what circumstances the information can be made available to others. Federal regulations allow the disclosure of normally confidential information to public officials for use in their official duties, but do not allow public disclosure of confidential information. Therefore, without statutory changes, the report must be limited to non-identifiable data regarding individual employers. Wherever possible, DSS has used aggregated data to describe the employed population that receives MHN benefits and services.

A more detailed explanation of the methodology used to compile the report follows the summary data shown on the next two pages.

SUMMARY DATA
MISSOURI HEALTH CARE RESPONSIBILITY REPORT
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Number of Employees and Family Members Included in the Report

A total of 422,755 MHN enrollees were employed during the quarter or were the spouse or child of an employed individual. However, only 168,897 of these are associated with an employer with 50 or more such individuals and are included in this report.

Percentage of Workforce

Six hundred (600) companies were identified as employing fifty (50) or more individuals who either received MHN benefits or were responsible for a spouse or child who received such benefits. These companies employed a total of 852,781 individuals in the State of Missouri. The Department of Social Services identified 85,136 individuals who were MHN enrollees or were responsible for a family member who was enrolled in MHN. Therefore, 9.98% of the workforce of these companies received MHN benefits for themselves or their families.

Number of MHN Enrollees for Employers with Fifty or More Individuals

MHN Enrolled Employees (E)	45,210
Employees with MHN Enrolled Family Members (N)	39,926
Total Employees (E + N)	85,136
MHN Enrolled Spouses (S)	7,307
MHN Enrolled Children (C)	116,380
Total MHN Enrollees (E + S + C)	168,897

Insurance Coverage

Based on a survey of employers conducted by the MO HealthNet Division (MHD), 62% of the employers provide insurance for their full-time employees and their family members. As shown below, coverage for part-time employees was far less likely to be available.

Percentage of All Employers Surveyed Providing Coverage for:	Full-Time Employees	Part-Time Employees	Spouses	Children
Yes	63%	21%	62%	62%
No	4%	46%	4%	4%
Unknown	33%	33%	34%	34%

Cost to the State of Missouri

The total cost to date to the State of Missouri for providing MHN coverage to these employees and their family members was \$117 million during the quarter covered by the report.

HIPP Enrollees	551
HIPP Payments	\$126,546
Title XIX Cost	\$107,714,961
Title XXI Cost	\$9,332,224
Other Cost	\$72,186
Total Cost	\$117,245,917
Total MHN Enrollees (E + S + C)	168,897
Per Capita/PMPM Cost	\$231

It should be noted that receipt of MO HealthNet claims often lags for several months. Most bills are received and paid within six months. In order to capture as many claims as possible an updated report will be issued at the end of the following quarter.

Industry Sectors

The tables that follow break down the statewide data into industry sectors. Some employers are associated with more than one industry sector. Employees of the State of Missouri, for instance, are distributed across four sectors: Information, Educational Services, Health Care and Social Assistance, and Public Administration.

Methodology

The Department of Social Services formed a working team of representatives from the MO HealthNet Division (MHD); the Family Support Division (FSD); the Information Technology and Services Division (ITSD) of the Office of Administration (OA); the Research Data and Analysis Section of the Division of Finance and Administrative Services (DSS/RDA); and IFOX (now Wipro), the MHN claims administrator, to design, gather data, program, and produce the report. DSS also receives assistance and data from the Department of Labor and Industrial Relations (DOLIR), which maintains wage information on employed Missourians, and the Personnel Division of OA, which maintains state employee records.

Compiling the data for the report requires combining eligibility data from DSS; wage data from DOLIR; state employee data from OA; and MO HealthNet claims data from Wipro.

The steps in the process are outlined below:

- At the end of the quarter, DOLIR provides a computer file to FSD/FAMIS and ITSD that includes all wages paid during the quarter for each employee and identifying information for the employer, including the number of employees for whom wages were paid by that employer during the quarter.

- FSD/FAMIS and ITSD match the wage file from DOLIR against DSS eligibility files to determine those employees who were eligible for MO HealthNet benefits at any time during the quarter and/or were responsible for a MO HealthNet eligible spouse or child. Since the DOLIR file contains only wage information and does not contain employment dates, DSS includes all individuals who received both wages and MHN benefits at any time during the quarter. (With respect to state employees, DSS takes the additional step of sending a file to the Division of Personnel in the Office of Administration to identify more precise employment dates.)
- FSD/FAMIS and ITSD add a code to the file for each individual. The code indicates if the individual is an employee who receives MO HealthNet benefits (E); an employee who does *not* receive MO HealthNet benefits, but is responsible for a spouse or child who does (N); an eligible spouse of an employed individual (S); or an eligible child of an employed individual (C). FSD/FAMIS and ITSD send both files to DSS/RDA.
- DSS/RDA combines the two files and eliminates all employees who work for employers that employ fewer than fifty (50) MO HealthNet beneficiaries or persons responsible for a MO HealthNet beneficiary.
- To determine the cost of MHN coverage, Wipro matches the file of employees against MO HealthNet claims and HIPP payment data. The total MHN cost includes Title XIX claims, Title XXI claims, and HIPP premium payments. (HIPP premium payments are made when a MO HealthNet enrollee has access to employer sponsored health insurance and it is more cost effective to pay the healthcare premium for the individual rather than to provide traditional MHN coverage. In such cases, the private insurance becomes the primary carrier. MHN is the secondary carrier and only pays for those services not covered by the primary carrier.)
- To obtain insurance information MHD conducts a telephone survey of all the employers included in the report.
- Limiting costs to services received within the same quarter in which wages were paid will understate costs in the initial quarterly report because of the inevitable lag between when services are delivered and when they are billed and paid. Based on historical data, approximately 85% of all claims are submitted and paid within three months from the date of service, while 93% are submitted and paid within six months. Therefore, DSS will save the data for each quarter's recipients and re-run the claims data at the end of the subsequent quarter in order to add payments made after the initial report was issued.
- DSS/RDA computes the per capita cost. The per capita cost is expressed in the report as a "per member, per month" (PMPM) cost. The PMPM cost is determined by dividing the total cost (Title XIX, Title XXI, Other, and HIPP payments) by the number of MHN enrollees (E + S + C). The quarterly cost is then divided by three months in order to obtain a monthly cost.

- DSS/RDA compiles the report for publication.

Data that is Unavailable

There is no central source or database maintained by any agency of state government for three data elements that are required for the preparation of the Missouri Health Care Responsibility Report:

- whether the employer offers health insurance to its full-time and part-time employees and their dependents;
- the hours worked by the individual for each employer; and
- the employment dates for each individual for each employer.

DSS addressed the first by conducting a telephone survey requesting the information from all employers included in the report. The absence of the other two data elements prevents DSS from reporting whether or not individuals are employed full-time or part-time. It also prevents a direct correlation between dates of employment and MHN eligibility.

TABLE 1. WORKFORCE PARTICIPATION BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2014

Sector Name	Sector Codes	Missouri Workforce	MHN Enrolled Employees and Financially Responsible Employees (E + N)	Percentage of Workforce With an Employee and/or Family Member Enrolled in MHN
Agriculture, Forestry, Fishing, and Hunting	11	1,179	67	5.68%
Construction	23	11,027	430	3.90%
Manufacturing	31, 32, and 33	41,505	3,207	7.73%
Wholesale Trade	42	1,670	285	17.07%
Retail Trade	44 and 45	186,681	21,066	11.28%
Transportation and Warehousing	48 and 49	17,168	1,496	8.71%
Information	51	12,617	871	6.90%
Finance and Insurance	52	23,366	1,483	6.35%
Real Estate and Rental Leasing	53	1,309	285	21.77%
Professional, Scientific, and Technical Services	54	7,339	981	13.37%
Management of Companies and Enterprises	55	2,131	87	4.08%
Administrative Support, Waste Management, and Remediation Services	56	93,945	16,189	17.23%
Educational Services	61	111,908	3,652	3.26%
Health Care and Social Assistance	62	163,587	18,130	11.08%
Arts, Entertainment, and Recreation	71	10,837	739	6.82%
Accommodation and Food Services	72	85,478	12,866	15.05%
Other Services (except Public Administration)	81	16,606	1,174	7.07%
Public Administration	92	64,428	2,128	3.30%
Total		852,781	85,136	9.98%

TABLE 2. PARTICIPANT COUNTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2014

Sector Name	Sector Codes	Employees with MHN						MHN Enrollees (E + S + C)
		MHN Enrolled		Enrolled		MHN	MHN	
		Employees	Family Members	Total (E + N)	Enrolled Spouses	Enrolled Children (C)	Enrollees (E + S + C)	
Agriculture, Forestry, Fishing, and Hunting	11	22	45	67	16	85	123	
Construction	23	121	309	430	59	573	753	
Manufacturing	31, 32, and 33	854	2,353	3,207	607	5,030	6,491	
Wholesale Trade	42	150	135	285	35	339	524	
Retail Trade	44 and 45	11,540	9,526	21,066	1,997	26,957	40,494	
Transportation and Warehousing	48 and 49	779	717	1,496	132	2,095	3,006	
Information	51	457	414	871	98	1,158	1,713	
Finance and Insurance	52	687	796	1,483	97	2,140	2,924	
Real Estate and Rental Leasing	53	95	190	285	33	439	567	
Professional, Scientific, and Technical Services	54	547	434	981	82	1,305	1,934	
Management of Companies and Enterprises	55	18	69	87	21	146	185	
Administrative Support, Waste Management, and Remediation Services	56	10,034	6,155	16,189	1,661		21,246	32,941
Educational Services	61	1,263	2,389	3,652	286	5,506	7,055	
Health Care and Social Assistance	62	9,228	8,902	18,130	1,011	26,830	37,069	
Arts, Entertainment, and Recreation	71	348	391	739	67	987	1,402	
Accommodation and Food Services	72	7,827	5,039	12,866	720	16,812	25,359	
Other Services (except Public Administration)	81	603	571	1,174	75	1,719	2,397	
Public Administration	92	637	1,491	2,128	310	3,013	3,960	
Total		45,210	39,926	85,136	7,307	116,380	168,897	

TABLE 3 - ACCESS TO INSURANCE BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2014

Sector Name	Sector Code	Full-Time Coverage			Part-Time Coverage			Spouse Coverage			Child(ren) Coverage		
		Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown	Yes	No	Unknown
Agriculture, Forestry, Fishing, and Hunting	11	100%	0%	0%	0%	100%	0%	100%	0%	0%	100%	0%	0%
Construction	23	100%	0%	0%	40%	60%	0%	100%	0%	0%	100%	0%	0%
Manufacturing	31,32,33	77%	10%	13%	6%	81%	13%	77%	10%	13%	77%	10%	13%
Wholesale Trade	42	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Retail Trade	44,45	60%	1%	39%	16%	44%	40%	57%	1%	42%	57%	1%	42%
Transportation and Warehousing	48,49	67%	0%	33%	33%	33%	33%	67%	0%	33%	67%	0%	33%
Information	51	57%	0%	43%	14%	43%	43%	57%	0%	43%	57%	0%	43%
Finance and Insurance	52	55%	0%	45%	18%	36%	45%	55%	0%	45%	55%	0%	45%
Real Estate and Rental Leasing	53	83%	17%	0%	0%	100%	0%	83%	17%	0%	83%	17%	0%
Professional, Scientific, and Technical Services	54	50%	0%	50%	0%	50%	50%	50%	0%	50%	50%	0%	50%
Management of Companies and Enterprises	55	100%	0%	0%	0%	100%	0%	100%	0%	0%	100%	0%	0%
Administrative Support, Waste Management, and Remediation Services	56	54%	9%	37%	22%	41%	38%	52%	11%	37%	52%	11%	37%
Education Services	61	86%	0%	14%	32%	54%	14%	86%	0%	14%	86%	0%	14%
Health Care and Social Assistance	62	64%	7%	29%	20%	50%	30%	63%	8%	30%	63%	8%	30%
Arts, Entertainment, and Recreation	71	38%	0%	63%	13%	25%	63%	38%	0%	63%	38%	0%	63%
Accommodation and Food Services	72	57%	2%	41%	27%	32%	41%	58%	1%	41%	58%	1%	41%
Other Services (except Public Administration)	81	80%	0%	20%	20%	60%	20%	80%	0%	20%	80%	0%	20%
Public Administration	92	33%	0%	67%	0%	33%	67%	33%	0%	67%	33%	0%	67%
Total		63%	4%	33%	21%	46%	33%	62%	4%	34%	62%	4%	34%

TABLE 4. PARTICIPANT COSTS BY SECTOR CODES
MISSOURI HEALTH CARE RESPONSIBILITY - JANUARY - MARCH 2014

Sector Name	Sector	HIPP	HIPP	Title XIX	Title XXI	Other	Total Cost	Total	
	Codes	Enrollees	Payments	Cost	Cost	Cost	(XIX, XXI, Other)	MHN (E + S + C)	PPPM Cost
Agriculture, Forestry, Fishing, and Hunting	11	0	\$0	\$66,350	\$3,749	\$27	\$70,126	123	\$190
Construction	23	14	\$3,949	\$458,127	\$106,089	\$5	\$568,171	753	\$252
Manufacturing	31, 32, and 33	38	\$6,991	\$3,277,974	\$382,554	\$2,646	\$3,670,165	6,491	\$188
Wholesale Trade	42	0	\$0	\$486,346	\$38,630	\$6,789	\$531,765	524	\$338
Retail Trade	44 and 45	79	\$16,754	\$25,273,385	\$1,958,124	\$16,366	\$27,264,630	40,494	\$224
Transportation and Warehousing	48 and 49	4	\$1,137	\$1,760,557	\$184,845	\$1,307	\$1,947,847	3,006	\$216
Information	51	4	\$414	\$856,942	\$66,803	\$438	\$924,597	1,713	\$180
Finance and Insurance	52	17	\$3,980	\$1,581,546	\$265,300	\$476	\$1,851,302	2,924	\$211
Real Estate and Rental Leasing	53	0	\$0	\$178,517	\$36,206	\$2	\$214,725	567	\$126
Professional, Scientific, and Technical Services	54	13	\$3,468	\$1,246,840	\$80,758	\$245	\$1,331,311	1,934	\$229
Management of Companies and Enterprises	55	5	\$1,188	\$61,443	\$18,936	\$22	\$81,589	185	\$147
Administrative Support, Waste Management, and Remediation Services	56	33	\$5,089	\$20,234,406	\$934,278	\$8,004	\$21,181,778	32,941	\$214
Educational Services	61	37	\$10,413	\$4,445,296	\$888,681	\$2,162	\$5,346,552	7,055	\$253
Health Care and Social Assistance	62	158	\$40,422	\$28,351,103	\$2,550,489	\$10,186	\$30,952,200	37,069	\$278
Arts, Entertainment, and Recreation	71	10	\$3,905	\$709,474	\$70,161	\$156	\$783,696	1,402	\$186
Accommodation and Food Services	72	15	\$4,117	\$15,919,089	\$1,176,629	\$7,510	\$17,107,345	25,359	\$225
Other Services (except Public Administration)	81	10	\$2,162	\$1,319,396	\$165,569	\$298	\$1,487,425	2,397	\$207
Public Administration	92	114	\$22,559	\$1,488,170	\$404,421	\$15,546	\$1,930,694	3,960	\$163
Total		551	\$126,546	\$107,714,961	\$9,332,224	\$72,186	\$117,245,917	168,897	\$231